PREVENTION OF
SEXUAL HARASSMENT
POLICY STATEMENT

As your Administrator, I am taking this opportunity to affirm my strong support and commitment to this policy.

Sexual harassment has been defined by the courts as unwelcome comments or conduct that are so offensive as to alter the conditions of employment. Sexual harassment violates the law and Department of Transportation (DOT) policy. It also undermines the professional, cooperative working relationships at the Federal Railroad Administration (FRA) necessary to accomplish our important service of rail safety to the American people. Through a combination of clear communication and appropriate employee training, you should understand what kinds of behavior are appropriate in the workplace. Sexual harassment or any other form of unlawful discrimination is absolutely inappropriate.

I expect all employees to treat sexual harassment as a very serious matter and work toward eliminating this type of behavior from the work place. Any person found to have participated in this type of behavior will be dealt with in the strongest of terms. I have no tolerance for this type of behavior and anyone violating this policy.

Any employee who believes he or she has been a victim of sexual harassment, or any other form of harassment, can without fear of reprisal, contact the Office of Civil Rights for assistance. I also encourage you to inform your supervisor immediately to attempt a speedy resolution to the situation. All managers and supervisors should be clear that I will not tolerate any form of harassment and act to prevent this type of conduct.

Any manager or supervisor who becomes aware of harassing behavior must take immediate and appropriate corrective action to ensure that it stops and is not repeated. FRA shall follow DOT's policy of initiating immediate and appropriate disciplinary action against the offenders of the law and this policy.

I ask that you join me in continuing to make FRA a great place to work.

Joseph H. Boardman
Federal Railroad Administrator